

Title/Subject: **DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS OF 1989**

Applies to:  faculty  staff  students  student employees  visitors  contractors

Effective Date of This Revision: October 2011

Contact for More Information: Faculty Personnel Services, Human Resources, Dean of Students

Board Policy  Administrative Policy  Procedure  Guideline

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### **BACKGROUND:**

Central Michigan University (CMU) is committed to providing a campus environment free of the abuse of alcohol and illegal use of alcohol and other drugs. In addition, CMU is required by the Drug-Free Schools and Communities Act Amendments of 1989 to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program must contain: standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on CMU property or as part of any of its activities; disciplinary and legal sanctions under state, federal, or local law for violation; health risks associated with use of illicit drugs and the abuse of alcohol; a description of any available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs; and a biennial review of the program.

### **POLICY:**

**Standards of Conduct at CMU.** The possession, use, or distribution of illicit drugs and the unlawful possession, use, or distribution of alcohol by faculty, staff, and students on CMU property or as part of a University activity is specifically prohibited by CMU regulations, local ordinances, and by state and federal law.

### **PROCEDURE:**

**CMU Sanctions.** CMU will impose sanctions for violation of the Standard of Conduct consistent with local ordinances, and state and federal law, and with applicable collective bargaining agreements, employee handbooks, and University regulations. Violations will result in disciplinary action, up to and including termination of employment, expulsion, and referral for prosecution. Sanctions imposed will depend upon the severity and frequency of the violation. In addition to, or in lieu of, discipline, violators may be required to complete an appropriate rehabilitation program.

**Legal Sanctions.** There are legal sanctions under CMU regulations, local ordinances, and under state and federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol. A violation under state law may result in a misdemeanor or felony conviction, depending on the nature of the offense, punishable by imprisonment, payment of fines, confiscation of real and personal property, or a combination of the three.

**Health Risks.** Health (and other) risks associated with the use of alcohol and other drugs include, but are not limited to: impaired academic or work performance; lost potential; absenteeism from class or work; financial problems; doing things one later regrets; conflicts with co-workers, classmates, families, friends, and others; sexual assault and other unplanned sexual relationships; unwanted pregnancies; sexually-transmitted diseases; unusual or inappropriate risk-taking which may result in physical or emotional injury, or death; blackouts; hangovers; long-

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Authority: M. Rao, President

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Indexed as: Resources; Assistance; Alcohol Abuse; Drug Abuse; Drug Distributio; Alcohol Distribution; Health Risks; Counseling

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term health problems including cirrhosis of the liver, organic brain damage, high blood pressure, and heart disease; and legal problems including imprisonment.

**Drug and Alcohol Prevention, Counseling and Rehabilitation, and Re-entry Programs.** CMU encourages faculty, staff, and students with alcohol or other drug dependency problems to contact the University or community counseling centers for referral services or assistance. Employees may be eligible for benefits for substance abuse treatment through University-sponsored health insurance plans. If treatment for drug and/or alcohol dependency is needed, you should contact your insurance carrier to obtain information concerning coverage. Students covered by the health insurance plan offered by CMU should contact the Business Office in Health Services at (989) 774-3059 or the insurance carrier for information concerning benefit coverage.

Below is a list of some drug and alcohol prevention, counseling, treatment and rehabilitation, and re-entry programs. Additional programs may be listed in local and other area telephone directories.

Al-Anon Family Groups  
1600 Corporate Landing Pkwy.  
Virginia Beach, VA 23454  
(757) 563-1600

CALIX Society  
3881 Highland Avenue #201  
St. Paul, MN 55110  
(651) 773-3117

Narcotics Anonymous  
8 Westport Road  
Kansas City, MO 64111  
(816) 531-2250

Alano Club of Mount Pleasant  
1201 N. Fancher  
Mount Pleasant, MI 48858  
(989) 772-4955

Catholic Family Services  
210 Court Street #A  
Mount Pleasant, MI 48858  
(989) 773-9328

Ojibwe Substance Abuse  
Services  
2800 South Shepherd Road  
Mount Pleasant, MI 48858  
(989) 775-4900

Alcoholics Anonymous  
First Presbyterian Church  
1250 Watson Road  
Mount Pleasant, MI 48858  
(989) 773-9609

Community Mental Health  
301 S. Crapo #100  
Mount Pleasant, MI 48858  
(989) 772-5938

Rational Recovery Systems  
1460 Pleasant Valley Road  
Placerville, CA 95651  
(530) 621-4374

Alcoholics Anonymous  
475 Riverside Drive #11  
New York, NY 10115  
(212) 665-1630

Counseling Center – CMU  
102 Foust Hall  
Mount Pleasant, MI 48859  
(989) 774-3381

Secular Organizations for  
Sobriety/Save Our Selves (SOS)  
Triumph  
4773 Hollywood Blvd.  
Hollywood, CA 90027  
(323) 666-4295

Alcoholics Anonymous  
124 N. Division  
Traverse City, MI 49684  
(231) 946-8823

Encompass  
CMU Employee Assistance  
Program  
800-788-8630  
[www.encompass.us.com](http://www.encompass.us.com)

Ten-Sixteen Recovery Network  
2885 Health Parkway  
Mount Pleasant, MI 48858  
(989) 773-9655

Alcoholics Anonymous  
1110 University Ave., Ste. 205  
Honolulu, HI 96814  
(808) 946-1438

Jewish Alcoholics, Chemically  
Dependent Persons &  
Significant Others (JACS)  
135 West 50<sup>th</sup> Street, 6<sup>th</sup> Floor  
New York, NY 10020  
(212) 632-4600

Women for Sobriety  
109 W. Broad Street  
Quakertown, PA 18951  
(215) 536-8026

Alcoholics Anonymous  
Kansas City Area Central  
Office  
200 E. 18<sup>th</sup> Avenue  
North Kansas City, MO 64116  
(816) 471-7229

Narcotics Anonymous  
870 Kapahulu Avenue #201  
Honolulu, HI 96816  
(808) 734-4357

World Service Office of  
Narcotics Anonymous, Inc.  
P.O. Box 9999  
Van Nuys, CA 91409  
(818) 773-9999

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Student Organizations – Many student organizations provide an opportunity to become involved in alcohol and other drug education projects. For general information about student organizations, call (989) 774-3016.

If you have any questions concerning this Administrative Policy and Guideline, please contact the Dean of Students (989) 774-3346, Faculty Personnel Services (989) 774-3368, or Human Resources (989) 774-6447.

NOTE: Other CMU regulations that are in effect concerning alcohol and other substance use are the Alcohol Policies and Procedures, Policy and Procedures Relating to Student Rights and Responsibilities, and Campus Security at Central Michigan University.

***Central Michigan University reserves the right to make exceptions to, modify, or eliminate this policy. This document supersedes all previous policies, procedures, and directives relative to this subject.***